

## Reduction in Force FAQs

DeSoto ISD has received a number of questions and concerns related to recent staffing changes.

The district's current financial state will require difficult decisions that will impact how we educate students and serve families. Part of that effort will include streamlining the district's workforce at both the central staff and campus level.

The impact will be based on areas decided by the Board of Trustees as presented by district leadership. The districtwide decrease in staff will require the identification and reassignment of members of the workforce as based on the aforementioned programmatic changes in the district. The reassignments will be based on teacher and staff performance and district need.

District leadership will adhere to policy when re-assigning staff with consideration for teacher and staff member certification, special training, skills and qualifications. In addition, the district will consider evaluations. As based on DFFB Local Policy, the staffing changes will impact both instructional and non-instructional staff.

Every teacher and staff person in the district will undergo a review to determine whether he or she will be extended a contract offer and position.

Teachers and staff members should receive an initial notification on or about April 18 and information regarding reassignments and non-renewals should occur on or about April 22 as recommendations for 2019-2020 employment contracts are taken to the Board of Trustees.

Those recommended for non-renewal will have the opportunity to re-apply for other vacancies in the district as they are posted.

\*Comprehensive information is available on the Superintendent's Page on the District website at: <http://www.desotoisd.org/cms/One.aspx?portalId=165774&pageId=819217>.

The following information may support any unclear information related to recent staffing decisions.

In the event that a question or concern is not addressed below, please direct an email to [info@DesotoISD.org](mailto:info@DesotoISD.org).

April 22, 2019